



DEPARTMENT OF THE NAVY  
BOARD FOR CORRECTION OF NAVAL RECORDS  
2 NAVY ANNEX  
WASHINGTON DC 20370-5100

HD:hd  
Docket No: 01949-99  
10 March 2000

From: Chairman, Board for Correction of Naval Records  
To: Secretary of the Navy

Subj: LCDR [REDACTED] CHC, USN, [REDACTED]  
REVIEW OF NAVAL RECORD

Ref: (a) Title 10 U.S.C. 1552

Encl: (1) DD Form 149 undtd w/attachments  
(2) PERS-311 memo dtd 16 Nov 99  
(3) Subject's ltr dtd 3 Mar 00

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with this Board requesting, in effect, that the applicable naval record be corrected by removing the undated fitness report for 9 February 1990 to 31 January 1991 marked as document number 4005494, a copy of which is at Tab A, and filing in its place another undated report for the same period marked as document number 4005477, which is at enclosure (2) of Petitioner's application.

2. The Board, consisting of Messrs. Lightle, Swarens and Whitener, reviewed Petitioner's allegations of error and injustice on 9 March 2000, and pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, naval records, and applicable statutes, regulations and policies.

3. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, finds as follows:

a. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy.

b. Petitioner contends that the disputed record copy of his fitness report is a forgery, in that neither his signature nor that of the reporting senior is genuine. The substance of the report he wants filed, which he asserts to reflect genuine signatures, differs from the contested report of record only in that the report he wants filed shows a mark, "improving," in "trend of performance," whereas the report of record shows no mark in that area; the report he wants filed shows a mark of "A" (best) rather than "B" (second best) in block 72 ("military bearing"); and the report he wants filed reflects legible rather than largely illegible narrative comments in block 88.

c. In correspondence attached as enclosure (2), the Navy Personnel Command office having cognizance over fitness report matters has commented to the effect that they are unable to determine if forgery did occur, but that if it did, they have no objection to granting Petitioner's request.

d. Petitioner's letter at enclosure (3) reiterates his request, explains how he came to realize the report of record was erroneous, and expresses "...every confidence in the wisdom of the Board..."

#### CONCLUSION:

Upon review and consideration of all the evidence of record, the Board finds an injustice warranting the requested relief. They are satisfied that the contested report of record is a forgery, and in light of that finding and the contents of enclosure (2), they direct the following corrective action:

#### RECOMMENDATION:

a. That Petitioner's naval record be corrected by removing therefrom the following fitness report:

Date of Report	Reporting Senior	Period From	of Report To
Undated	LtCol [REDACTED] USMC	90Feb09	91Jan31

(Marked as document number 4005494)

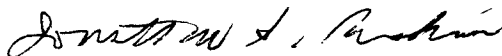
b. That the undated fitness report for the same period marked as document number 4005477, to be forwarded by this Board, be filed in place of the report to be removed pursuant to recommendation a above.

c. That any material or entries inconsistent with or relating to the Board's recommendation be corrected, removed or completely expunged from Petitioner's record and that no such entries or material be added to the record in the future.

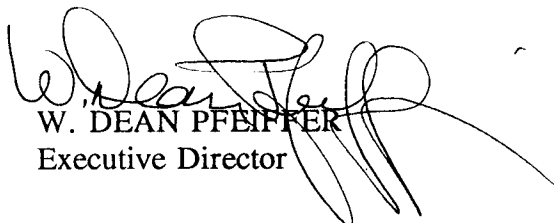
d. That any material directed to be removed from Petitioner's naval record be returned to the Board, together with a copy of this Report of Proceedings, for retention in a confidential file maintained for such purpose, with no cross reference being made a part of Petitioner's naval record.

4. Pursuant to Section 6(c) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(c)) it is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above entitled matter.

ROBERT D. ZSALMAN  
Recorder

  
JONATHAN S. RUSKIN  
Acting Recorder

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)) and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of reference (a), has been approved by the Board on behalf of the Secretary of the Navy.

  
W. DEAN PFEIFFER  
Executive Director

1. NAME (LAST, FIRST, MIDDLE)	2. GRADE	3. DESIG.	4. SSN
5. ACQUAINTANCE	6. UIC	7. SHIP/STATION	8. DATE REPORTED
9. OCCASION FOR REPORT	10. PER. LIE	11. DETACHMENT OF	12. FROM
13. TYPE OF REPORT	14. REG. RE	15. CON. LIE	16. SPE. OF
17. BASIS FOR OBSERVATION	18. OPS	19. FREAC	20. INFRE
21. EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE SIDE OF RECORD COPY)	22. DAYS OF COM	23. REPORTING SENIOR (LAST NAME, FI, MI)	24. TITLE
25. GRADE	26. DESIG.	27. SSN	28. DUTIES ASSIGNED (CONTINUED ON REVERSE SIDE OF RECORD COPY)
29. GOAL SETTING	30. SUBORDINATE MANG	31. WORKING REL	32. EQUIP. MANG
33. ACHIEVEMENT	34. RESPONSE IN	35. EQUIP. MANG	36. SPEAKING/ING
37. WARFARE SPECIALTY SKILLS (FROM OCR WORK SHEET)	38. WATCH	39. TACTICAL	40. LEADER
41. SUBSPECIALTY CODE	42. FRE. QUENT	43. INFRE. QUENT	44. NONE
45. YES	46. NO	47. FRE. QUENT	48. INFRE. QUENT
49. NONE	50. PERFOR. MANCE	51. TREND OF PERFORMANCE	52. CON. ON
53. IMPROVING	54. DECLINING	55. DESIRABILITY (TYPE IN OCR CODE FROM WORK SHEET)	56. COM. MAND
57. EARLY	58. REG. EARLY	59. RANKING FOR EARLY PROMOTION	60. RANKING
61. PERSONAL TRAITS (TYPE IN OCR CODE FROM WORK SHEET)	62. IMAGIN	63. ANALYTIC	64. PERSONAL BEHAVIOR
65. FORCE	66. MILITARY BEARING	67. WEAKNESSES DISCUSSED?	68. YES
69. NO	70. NO	71. YES	72. NO
73. STATEMENT	74. NOT	75. ATTACHED	76. DESIRED
77. SIGNATURE OF OFFICER EVALUATED (NAV BUPERS INST 1611-12 SERIES)	78. SIGNATURE OF REPORTING SENIOR	79. DATE FORWARDED	80. RES PART
81. SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT AND CONCURRENT/SPECIAL REPORT	82. DATE FORWARDED	83. RES PART	84. RES PART

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88. COMMENTS. Particularly comment upon the officer's overall leadership ability, personal traits not listed on the reverse side, and estimated or actual performance in combat. Include comments pertaining to unique skills and distinctions that may be important to career development and future assignment. A mark in boxes with an asterisk (\*) indicates adversity and supporting comments are required.

LIEUTENANT [REDACTED] AN OUTSTANDING INFANTRY BATTALION CHAPLAIN AND 'TOP NOTCH' NAVAL OFFICER. A DYNAMIC SPIRITUAL LEADER AND 'HARD CHARGER', HE KNOWS HOW TO MOTIVATE AND INSPIRE MARINES. A PROVEN ACHIEVER HE IS CONSTANTLY 'SOUGHT OUT' BY OFFICERS AND ENLISTED PERSONNEL AND THEIR FAMILIES FOR EXPERT GUIDANCE AND ASSISTANCE. CHAPLAIN ROSS IS INTELLIGENT, ENTHUSIASTIC, COMMITTED AND A TEAM PLAYER. HE IS FULLY DEDICATED TO HIS MINISTRY AND CONTINUALLY EXEMPLIFIES THE HIGHEST POSSIBLE STANDARDS OF PROFESSIONALISM AND PERFORMANCE. HIS ACCOMPLISHMENTS INCLUDE:

-RECEIVED THE NAVY COMMENDATION MEDAL FROM COMMANDER, SIXTH FLEET, FOR HIS TIRELESS MINISTRY IN LA MADDALENA, SARDINA, ITALY.

-HE PARTICIPATES IN ALL TYPES OF BATTALION TRAINING WHERE HE MINISTERS TO PERSONNEL IN GARRISON AND IN THE FIELD. CONDUCTS INSPIRING DIVINE SERVICES WITH NO LESS THAN 100 PERSONNEL IN ATTENDANCE. PREPARES SKILLFULLY CRAFTED SERMONS AND POSSESSES AN ARTICULATE AND CAPTIVATING PREACHING STYLE. AN INSIGHTFUL COUNSELOR, HE IS KEY TO THE HIGH MORALE AND WELL-BEING OF MY MARINES. HE REGULARLY VISITS HOSPITALS, WORK SPACES, CCU, THE BRIG AND THE BATTALION AID STATION.

-ALREADY RECOGNIZED FOR HIS ABILITIES, HE HAS BEEN SELECTED FOR POST GRADUATE SCHOOL. HE ALSO RECEIVED THE 'WHO'S WHO' AMONG RISING YOUNG AMERICANS AWARD (1990), FOR LEADERSHIP AS A NAVAL OFFICER.

-SUCCESSFULLY ORGANIZED AND EXECUTED A COMPREHENSIVE FAMILY DAY PROGRAM IN PREPARATION FOR OPERATION DESERT SHIELD THAT WAS ATTENDED BY OVER 400 PERSONS.

-ON SHORT NOTICE, HE WAS ASSIGNED TO USS MANITOWAC (LST-1180) TO PROVIDE MINISTRY FOR OVER 600 EMBARKED MARINES FROM 3RD BATTALION, 2D MARINES AND SAILORS IN SUPPORT OF OPERATION DESERT SHIELD/STORM. HE QUICKLY EARNED THE TRUST AND CONFIDENCE OF UNITS OTHER THAN HIS OWN, DEMONSTRATING A 'CAN DO' ATTITUDE, THUS, ENHANCING READINESS. HE HAS WORKED VERY HARD TO PROVIDE THE HIGHEST CALIBER MINISTRY AND PREPARE MARINES, AND SHIP'S FORCE PERSONNEL, SPIRITUALLY FOR COMBAT. HE CONDUCTS SEVERAL INTERESTING BIBLE STUDIES PER WEEK AS WELL AS DIVINE SERVICES. ADDITIONALLY, HE HAS CONDUCTED 7 INFORMATIVE LECTURES ON ISLAMIC CULTURES/RELIGION TO OVER 300 MARINES AND SAILORS. CHAPLAIN ROSS MINISTERED TO HIS OWN BATTALION DURING DESERT TRAINING EXERCISES ASHORE AS WELL AS OTHER UNITS IN CLOSE PROXIMITY IN OPERATIONS SEA SOLDIER I - IV, IN OMAN.

THE NAVY NEEDS MEN OF CHAPLAIN [REDACTED] CREATIVE ABILITY AND POTENTIAL IN RESPONSIBLE POSITIONS. HIS MILITARY BEARING IS SUPERB AND HIS APPEARANCE, FLAWLESS. ECUMENICAL AND PLURALISTIC, HE FACILITATES AND SUPPORTS CHRISTIAN AND MUSLIM LAY SERVICES. [REDACTED] HAS CONSISTENTLY WORKED UNDER EXTREME MENTAL AND PHYSICAL STRESS AS A COMBAT CHAPLAIN. HE HAS EARNED THE FLEET MARINE FORCE RIBBON, HAVING SUCCESSFULLY COMPLETED ALL REQUIREMENTS. I MOST HIGHLY RECOMMEND THAT HE BE PROMOTED IMMEDIATELY TO LIEUTENANT COMMANDER AND AUGMENTED IN THE REGULAR NAVY. I STRONGLY RECOMMEND HIM FOR ASSIGNMENT TO MCB, OKINAWA, JAPAN AFTER HE COMPLETES POST GRADUATE SCHOOL.

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**DEPARTMENT OF THE NAVY**  
**NAVY PERSONNEL COMMAND**  
**5720 INTEGRITY DRIVE**  
**MILLINGTON TN 38055-0000**

1949-99

1611  
PERS-311  
16 November 1999

**MEMORANDUM FOR THE EXECUTIVE DIRECTOR, BOARD FOR CORRECTION OF  
NAVAL RECORDS**

Via: PERS/BCNR Coordinator (PERS-00XCB)

Subj: LCDR [REDACTED], US [REDACTED]

Ref: (a) NAVMILPERSCOMINST 1611.1A FITREP Manual

Encl: (1) BCNR File

1. Enclosure (1) is returned. The member requests to remove the fitness report for the period 9 February 1990 to 31 January 1991 and replace it with another report for the same period provided by the member in his petition.

2. Based on our review of the material provided, we find the following:

a. A review of the member's headquarters record revealed the fitness report in question to be on file. It is signed by the member acknowledging the contents and his right to submit a statement. The member did not desire to submit a statement.

b. The member alleges the reporting senior's signature on the fitness report in question to be a forgery. A review of both fitness reports revealed there is a distinct difference in the reporting senior's signature. However, we are unable to determine if forgery did actually occur.

c. If the member wishes, he may apply to the Naval Criminal Investigative Service (NCIS) or Navy Inspector General's Office (IG) to initiate an investigation into the alleged forgery. The member may also wish to contact the reporting senior [REDACTED] for comments on the allegation of forgery.

3. If the member's allegation of forgery did occur, we have no objection to remove the fitness report and replace it with a copy provided with the member's petition.

[REDACTED]  
Head, Performance  
Evaluation Branch